



# City of San Antonio

## Agenda Memorandum

**File Number:**  
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**Agenda Item Number:** 3

**Agenda Date:** June 29, 2023

**In Control:** Community Health, Environment and Culture Committee

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**DEPARTMENT:** Diversity, Equity & Inclusion Department

**DEPARTMENT HEAD:** Jennifer Mata

**COUNCIL DISTRICTS IMPACTED:** Citywide

**SUBJECT:**

NLC's City Inclusive Entrepreneurship Program

**SUMMARY:**

The City is participating in the City Inclusive Entrepreneurship (CIE) program at the National League of Cities (NLC). The Department of Diversity, Equity, Inclusion, and Accessibility (DEIA) will serve as the City's Implementation Lead in collaboration with the Office of the City Clerk (OCC).

**BACKGROUND INFORMATION:**

The 2022-2023 City Inclusive Entrepreneurship Program is an initiative of the NLC. CIE consists of a coalition of 150 cities (and growing), entrepreneurial support organizations, and national nonprofits committed to inclusive, entrepreneurship-led economic development. Cities can further this goal by participation in tangible initiatives with the Network. The City of San Antonio's

participation in the leadership diversity initiative commits to identifying female and/or nonbinary leaders and facilitating their appointments to boards and commissions.

As part of the leadership diversity initiative, the NLC works closely with the United Women's Empowerment's (United WE) Appointments Project. In 2014, United WE established the Appointments Project (AP) to end gender disparity through advancement of women's economic and civic leadership—elevating women's voices and removing barriers for civic representation. The AP has facilitated over 180 civic appointments across cities, counties, and states by equipping women to navigate the appointment process. United WE's AP focuses on women leadership and increasing women's representation in public service.

DEIA and OCC will serve as United WE Cohorts to promote outreach with the goal of increasing diverse civic representation in City of San Antonio Boards & Commissions. As Cohorts, DEIA & OCC will continue to implement and broaden the City's efforts to enhance opportunities for women and underrepresented communities to serve on the City's Boards and Commissions. At the United WE Appointments Project nationwide virtual meeting held on April 10, 2023, OCC and DEIA shared the City's current initiatives to increase access and diversity for on Boards and Commissions including the childcare subsidy program, parking access, training resources, and outreach initiatives.

#### **ISSUE:**

The Office of the City Clerk (OCC) and the Department of Diversity, Equity, Inclusion, & Accessibility (DEIA) will serve as United WE Cohorts and will share the City's strategies on the program's national platform quarterly cohort calls to enhance and broaden opportunities for women and underrepresented communities to serve on the City's Boards and Commissions and enhance and impact advocacy efforts at a national level.

DEIA plans to host an outreach event that includes a panel of diverse members of City Boards and Commissions recommended by the OCC. Panelists will discuss their experiences serving on Boards and Commissions with the intention to provide community members with lived experience tools that encourage further women and minority participation. United WE will develop advertising and outreach materials for the event.

#### **FISCAL IMPACT:**

United WE is providing assistance in developing outreach materials at no cost to the City. The Department of Human Services has \$10,000 budgeted to assist with childcare and parking validations are covered by the department overseeing the board or City Tower Parking Fund if parking in City Tower. Cost of training provided by the Office of the City Clerk is included in the annual operating budget.

#### **ALTERNATIVES:**

This item is for briefing purposes only.

**RECOMMENDATION:**

The Office of the City Clerk and the Department of Diversity, Equity, Inclusion, and Accessibility as United WE Cohorts will continue to promote outreach to enhance and broaden opportunities for women and underrepresented communities to serve on the City's Boards and Commissions.